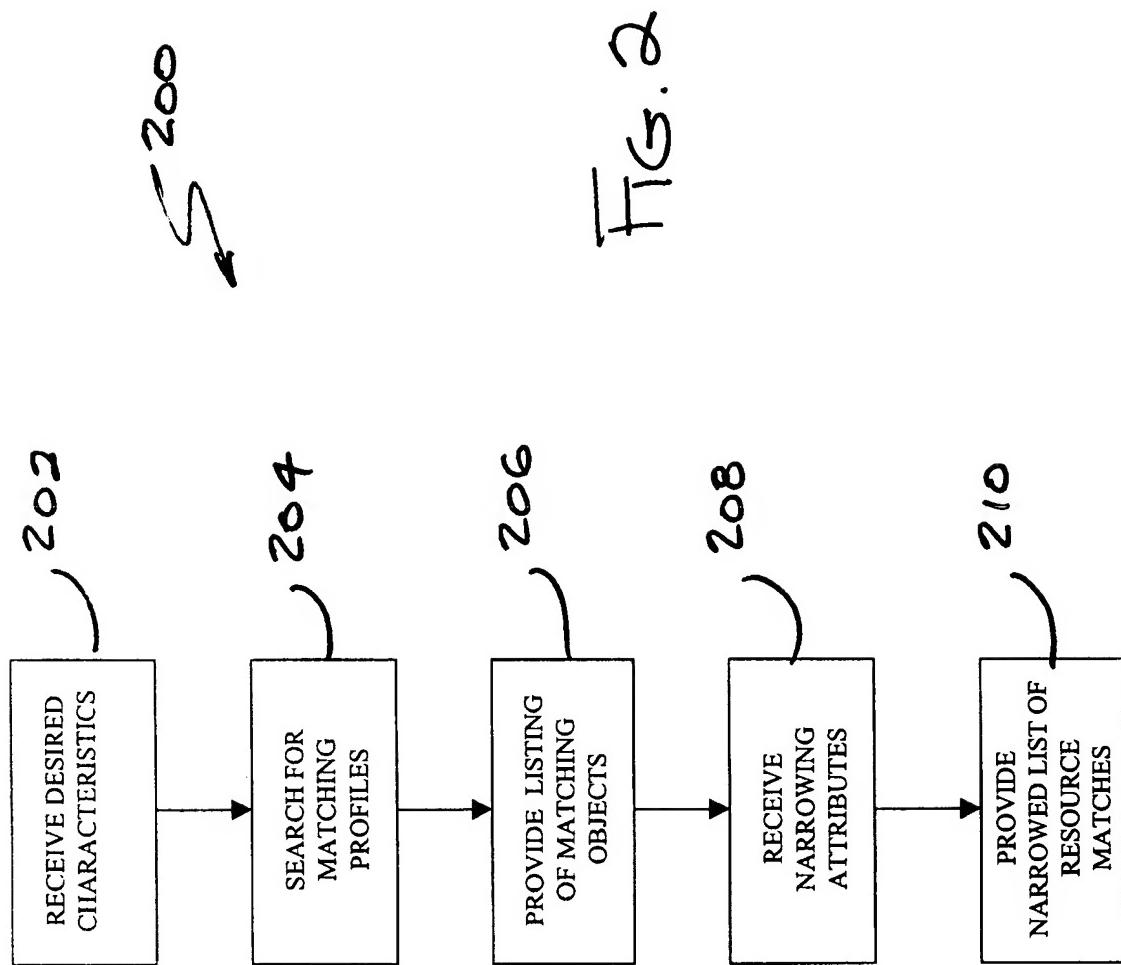
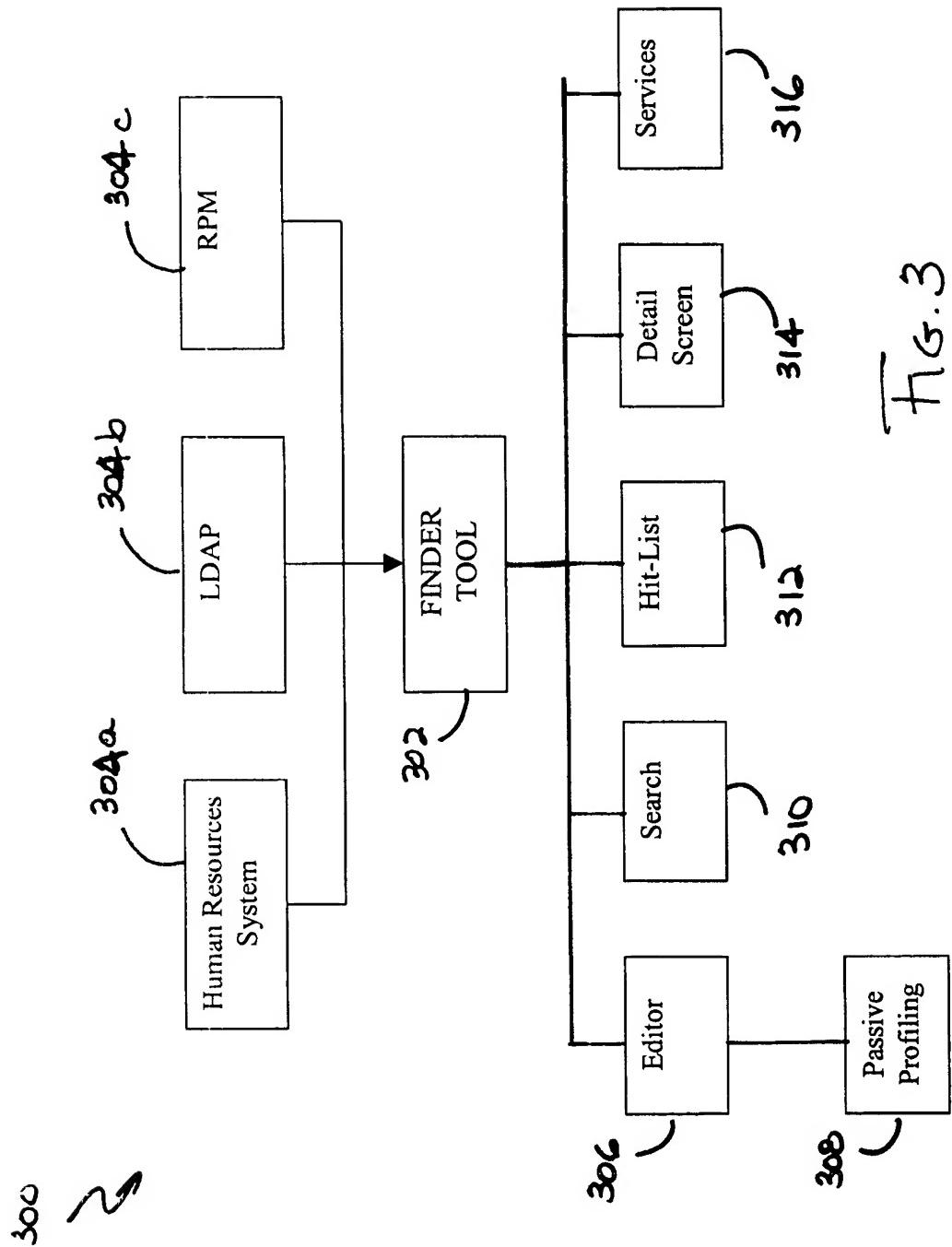


FIG. 1





406

Search Templates         Search From

Free Text Search      **401**

Standard People Search

Search for Qualification

People with same Activity Types

404

408

410

412

Java Development, Portal, EJB, J2EE

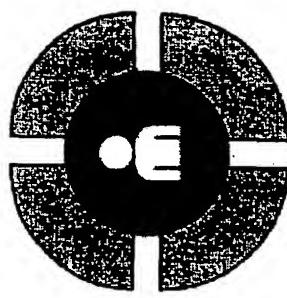
User Interface

remove

Free Text

Skills

Save Template



Choose from Facets to add to Search Form above.

Fig. 4A

Fig. 4B

Search Templates         Search From

Free Text Search      Free Text      Skills

Standard People Search      Java Development, Portal, EJB, J2EE

Search for Qualification      User Interface

People with same Activity Types

remove

about:blank - Microsoft Internet Explorer provided by SAP IT

Name of the Template

Save Form as Template

Free Text      Java Development, Portal Development, EJB, J2EE

Skills      User Interface

edit      edit

418      406

414      408

416

The screenshot shows a web-based application titled 'RESOURCE FINDER TOOL'. At the top, there are several search filters: 'Search Templates' (checkboxes for 'Search From', 'Free Text Search', 'Standard People Search', 'Search for Qualification', and 'People with same Activity Types'), and a 'remove' button. Below these filters is a search bar with the placeholder 'about:blank - Microsoft Internet Explorer provided by SAP IT'. On the left, there's a sidebar with 'Name of the Template' and 'Save Form as Template' buttons. The main area displays search results for 'Java Development, Portal Development, EJB, J2EE' and 'User Interface'. Handwritten numbers are overlaid on the screen: '418' and '406' are connected by a bracket above the first result; '414' and '408' are connected by a bracket below the second result; and '416' is positioned to the right of the second result.

Search Paths		Search Result		Resources	
<input type="checkbox"/> Fr. o Text Search Form	<input type="checkbox"/> Sort by Name	<input type="checkbox"/> Details	<input type="checkbox"/> Short	<input type="checkbox"/> Segment	<input type="checkbox"/> Show Availability
<input checked="" type="checkbox"/> Name: <u>Norman Maag</u> ! Company: SAP AG Location: Germany, Waldorf Department: xApps EPS Phone: +49 6227 7-47474 Terms: Java Development, Portal, EJB, J2EE					
<input checked="" type="checkbox"/> Name: <u>Mike Ohlsen</u> ! Company: SAP Norway Location: Norway, Lysaker Department: DWP Phone: +47 67529474 Terms: Java Development, Portal, EJB, J2EE					
<input type="checkbox"/> Name: <u>Mary Peterson</u> ! Company: SAP Norway Location: Norway, Lysaker Department: DWP Phone: +47 67529474 Terms: Java Development, Portal, EJB, J2EE					
<input checked="" type="checkbox"/> Name: <u>Steve Reynolds</u> ! Company: Australia Pty Ltd Location: Australia, Sydney Department: HRCM Phone: +61 3 47474 Terms: Java Development, Portal, EJB, J2EE					
<input type="checkbox"/> Name: <u>Lara Thommason</u> ! Company: SAP Norway Location: Norway, Lysaker Department: DWP Phone: +47 67529474 Terms: Java Development, Portal, EJB, J2EE					
<input type="checkbox"/> Name: <u>Chris Webber</u> ! Company: SAP Australia Pty Ltd Location: Australia, Sydney Department: HRCM Phone: +61 3 47474 Terms: Java Development, Portal, EJB, J2EE					
<input type="checkbox"/> Name: <u>Boyd Woodwyer</u> ! Company: SAP Australia Pty Ltd Location: Australia, Sydney Department: HRCM Phone: +61 3 47474 Terms: Java Development, Portal, EJB, J2EE;					
<input type="checkbox"/> Select all   <input type="checkbox"/> Deselect all   <input type="checkbox"/> Save as Resource   <input type="checkbox"/> Create Community   <input type="checkbox"/> Print   <input type="checkbox"/> Refresh   <input type="checkbox"/> Help   <input type="checkbox"/> Exit					
<b>Refine Results</b> <input type="checkbox"/> Master Data <input type="checkbox"/> Qualifications <input type="checkbox"/> Expertise <input type="checkbox"/> Job Experience <input type="checkbox"/> Skills <input type="checkbox"/> Add Facet to refine Search Result					
<b>Activities</b> <input type="checkbox"/> Interests <input type="checkbox"/> Collaborations					

Fig. 4C

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426

**Search Result**

Search Result

52 Matches | Script Env

Name:  Norman Maag !

Company: SAP AG Location: Germany, Walldorf Department: xAPPS EPS

Phone: +49 6227 7-47474 Terms: Java Development, Portal, EJB, J2EE

**People Collections**

Personal Network (19)

People Collection 2 (40)

Result List 1 (12)

Result List 2 (8)

Result List 3 (20)

**Details** | **Short** | **Segment** | **Show Availability**

**Edit**

**People Resource**

Name of Resource:  People Collection 3 (52)

dynamic  static

You may add the Resource to an existing Resource Collection by selecting the Collection.

**Refine Results**

**Master Data**

- Name
- Address
- Department
- Qualifications
- Expertise
- Job Experience
- Skills
- Activities
- Interests
- Collaborations

**Done**

**RCM PEE**

**HRCM**

**HRCM**

**Internet**

**470** **472** **474** **468** **460** **462**

Fig. 4, D

480

Search Paths  
■-Free Text Search Form  
Java Development, Portal,  
EJB, J2EE  
**New Search**

Search Result  
52 Matches Sort by Name ▶ Details | Short | Segment | Show Availability

Name: Norman Maag!  
Company: SAP AG Location: Germany, Walldorf Department: xApps EPS  
Phone: +49 6227 7-47474 Terms: Java Development, Portal, EJB, J2EE

Name: Mike Ohlsen!  
Company: SAP Norway Location: Norway, Lysaker Department: DWP  
Phone: +47 67529474 Terms: Java Development, Portal, EJB, J2EE

Name: Mary Peterson  
Company: SAP Norway Location: Norway, Lysaker Department: DWP  
Phone: +47 67529474 Terms: Java Development, Portal, EJB, J2EE

Name: Steve Raynolds  
Company: Australia Pty Ltd Location: Australia, Sydney Department: HRCM  
Phone: +61 3 4747474 Terms: Java Development, Portal Development, EJB, J2EE

Refine Results  
Master Data  
Name  
Address  
Department  
 Qualifications  
-Expertise  
-Job Experience  
Skills  
Activities  
Interests  
Collaborations

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Matter No.: 14413-031001  
Applicant(s): Beringer et al.  
RESOURCE FINDER TOOL

Page 9 of 14

**Search Paths**

Free Text Search Form  
Java Development, Portal, EJB, J2EE  
 Qualifications > Skills  
Cooper UI Principles  
[New Search](#)

**Search Result**

Search by Location ▾  
30 Matches Sort by Location ▾ Details ▶ Short ▶ Segment ▶ Show Available ▶

Name: Martin Brooks Company: SAP AG Location: Australia, Brisbane Department: xApps EPS Phone: +61 6227 7-47474 Terms: Java Development, Portal, EJB, J2EE, Cooper UI Principles

Name: Johanna Davy Company: SAP Norway Location: Australia, Brisbane Department: DWP Phone: +61 67529474 Terms: Java Development, Portal, EJB, J2EE, Cooper UI Principles

Name: Tim Mountainman Company: Australia Pty Ltd Location: Australia, Brisbane Department: HRCM Phone: +61 3 474 Terms: Java Development, Portal, EJB, J2EE, Cooper UI Principles

Name: John Moore Company: SAP AG Location: Australia, Brisbane Department: xApps EPS Phone: +61 6227 7-47474 Terms: Java Development, Portal, EJB, J2EE, Cooper UI Principles

Name: Jane Needletree Company: SAP AG Location: Australia, Brisbane Department: DWP Phone: +61 6227 7-47474 Terms: Java Development, Portal, EJB, J2EE, Cooper UI Principles

**Refine Results**

Master Data  
 Name  
 Address  
 Department

Qualifications  
 Expertise  
 Job Experience  
 Skills

Activities

Interests

Collaborations

**People Collections**

Personal Network (19)  
 People Collection 2 (40)  
 Result List 1 (12)  
 Result List 2 (8)  
 Result List 3 (20)  
 People Collection 3 (52)

[Edit](#)

[Select all](#) | [Deselect all](#) | [Save as Resource](#) | [Create Community](#) | [Print](#)

**FIG. 4F**

Applicant(s): Beringer et al.  
RESOURCE FINDER TOOL

<input type="checkbox"/> Search Paths <input type="checkbox"/> Free Text Search Form <input checked="" type="checkbox"/> Java Development Portal <input type="checkbox"/> EJB, J2EE <input checked="" type="checkbox"/> Qualification > Skills <input type="checkbox"/> Cooper UI Principles <input type="checkbox"/> New Search	<h3>Search Result</h3> <p>30 Matches   Start by <b>Location</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;">#</th> <th style="width: 40%;">Title</th> <th style="width: 10%;">Details</th> <th style="width: 10%;">Short</th> <th style="width: 10%;">Segment</th> <th style="width: 10%;">Current</th> <th style="width: 10%;">Show Availability</th> </tr> </thead> <tbody> <tr> <td>498</td> <td>Australia, Brisbane</td> <td>5</td> <td>--</td> <td>--</td> <td>!</td> <td><input type="checkbox"/></td> </tr> <tr> <td>458</td> <td>USA, Palo Alto</td> <td>3</td> <td>3</td> <td>2</td> <td>--</td> <td><input type="checkbox"/></td> </tr> <tr> <td></td> <td>Germany, Walldorf</td> <td>21</td> <td>7</td> <td>9</td> <td>--</td> <td><input type="checkbox"/></td> </tr> <tr> <td></td> <td>Other</td> <td>1</td> <td>--</td> <td>--</td> <td>--</td> <td><input type="checkbox"/></td> </tr> </tbody> </table> <p>Select and <input type="button" value="Refine"/> Search Result</p>	#	Title	Details	Short	Segment	Current	Show Availability	498	Australia, Brisbane	5	--	--	!	<input type="checkbox"/>	458	USA, Palo Alto	3	3	2	--	<input type="checkbox"/>		Germany, Walldorf	21	7	9	--	<input type="checkbox"/>		Other	1	--	--	--	<input type="checkbox"/>	<p><input type="checkbox"/> People Collections</p> <p><input type="checkbox"/> Personal Network (19)</p> <p><input type="checkbox"/> People Collection 2 (40)</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Result List 1 (12)</li> <li><input type="checkbox"/> Result List 2 (8)</li> <li><input type="checkbox"/> Result List 3 (20)</li> </ul> <p><input type="checkbox"/> People Collection 3 (52)</p> <p><input type="button" value="Edit"/></p> <p><input type="checkbox"/> Refine Results</p> <p><input type="checkbox"/> Master Data</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Name</li> <li><input type="checkbox"/> Address</li> <li><input type="checkbox"/> Department</li> </ul> <p><input type="checkbox"/> Qualifications</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Expertise</li> <li><input type="checkbox"/> Job Experience</li> <li><input type="checkbox"/> Skills</li> </ul> <p><input type="checkbox"/> Activities</p> <p><input type="checkbox"/> Int. tests</p> <p><input type="checkbox"/> Collaborations</p> <p><input type="checkbox"/> Select all   <input type="checkbox"/> Deselect all   <input type="checkbox"/> Save as Resource   <input type="checkbox"/> Create Community   <input type="checkbox"/> Print</p>
#	Title	Details	Short	Segment	Current	Show Availability																															
498	Australia, Brisbane	5	--	--	!	<input type="checkbox"/>																															
458	USA, Palo Alto	3	3	2	--	<input type="checkbox"/>																															
	Germany, Walldorf	21	7	9	--	<input type="checkbox"/>																															
	Other	1	--	--	--	<input type="checkbox"/>																															

Search Results

Free Text Search Form

Java Development, Portal, EJB, J2EE

Skills

Cooper UI Principles

Location Segment

Palo Alto

434

436

Search Result

3 Matches      Sort by Name

Name: Jeff Rogers      Company: SAP USA      Location: USA, Palo Alto      Department: xApps EP  
Phone: +01 650 333 7474      Terms: Java Development, Portal, EJB, J2EE,  
Cooper UI Principles

Name: Anne Smith      Company: SAP USA      Location: USA, Palo Alto      Department: DWP  
Phone: +01 650 333 7777      Terms: Java Development, Portal EJB, J2EE,  
Cooper UI Principles

Name: Timothy Showalter      Company: SAP USA      Location: USA, Palo Alto      Department: HRCM  
Phone: +01 650 345 7474      Terms: Java Development, Portal, EJB, J2EE,  
Cooper UI Principles

Refine Results

Master Data

Name

Address

Department

Qualifications

Experience

Job Experience

Skills

Activities

Interests

Collaborations

Resources

Personal Network (19)

People Collected n 2 (40)

Result List 1 (12)

Result List 2 (5)

Result List 3 (20)

People Collection 3 (5)

show People

Details | Short | Segment | Show Availability

Details

Short

Segment

Show Availability

Print

Select all | Deselect all | Save as Resource | Create Community | Print

Fig. 4G

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Search Paths	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	Details	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
E-free Text Search Form	Name: <u>Timothy Showalter</u> 		
Java Development, Portal, EJB, J2EE	Company: SAP USA Phone: +01 650 333 7474 Department: HRCM		
Skills	Terms: Database Development, Development Management, Java Development (Java Development, EJB, J2EE), Portal (Portal), SAP R/3, User Interface Design (Cooper UI Principles)		
Cooper UI Principles	Save as Resource   Add to Community		
Location Segment	440		
Palo Alto	442		
360° View	Timothy Showalter		
Show Details			
Show Facets			

444

Resources	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
show People	
Personal Network (19)	<input type="checkbox"/>
People Collection 2 (40)	<input type="checkbox"/>
Result List 1 (12)	<input type="checkbox"/>
Result List 2 (8)	<input type="checkbox"/>
Result List 3 (20)	<input type="checkbox"/>
People Collection 3 (32)	<input type="checkbox"/>

445

Master Data	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
User ID:	10000001
Job Title:	Senior Developer HRCM
Email:	timothy.showalter@sap.com
Phone:	+1 610 661-0000
Mobile:	+1 443 638 -0000
Fax:	

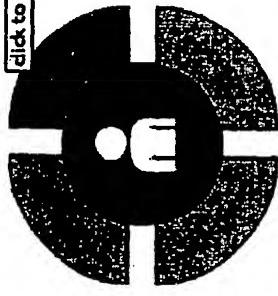
446

click to see Details	Department
last Center!	OrgUnit: Palo Alto - Basis (0000000)
	Building: HRCM Newtown Square (0000000)
	Room:
	Office Assistant: Mary Stuart
	Assistant phone: +1 610 661-0001
	Assistant fax: +1 610 661-0001
	Inhouse mail: HRCM

448

449

FIG. 4H



438

Search Paths

- Free Text Search Form
- Java Development, Portal, EJB, J2EE
- Skills
- Cooper UI Principles
- Location Segment
- Palo Alto

360° View

Timothy Showalter

Show Details

Name: Timothy Showalter ☺  
Company: SAP USA Phone: +01 650 333 7474 Department: HRCM  
Terms: Database Development, Development Management, Java Development (Java Development, EJB, J2EE), Portal (Portal), SAP R/3, User Interface Design (Cooper UI Principles)

Save as Resource | Add to Community

Qualifications

Expertise | Job Experience | Skills:

Database Development: 10 years experience of Database Development and Administration (Automotive Industry 1975-1985)

Development Management: Currently Development Manager for Java in the HRCM department

Java Development: 5 years of Java Development, Experience in Projects using EJB, J2EE (HRCM Demo, HRCM Prototype)

Portal Development: Portal Development for HRCM Demo and Prototype using HTMLB

SAP R/3: Developer for SAP R/2 and SAP R/3 (1985-1997)

User Interface Design: Involved in the design process for HRCM Demo and Prototype using the Cooper UI Principles

440

442

444

Resources

- People
- Personal Network (19)
- People Collection 2 (40)
  - Result List 1 (12)
  - Result List 2 (8)
  - Result List 3 (26)
- People Collection 3 (52)

Edit

450

452

FIG. 4I

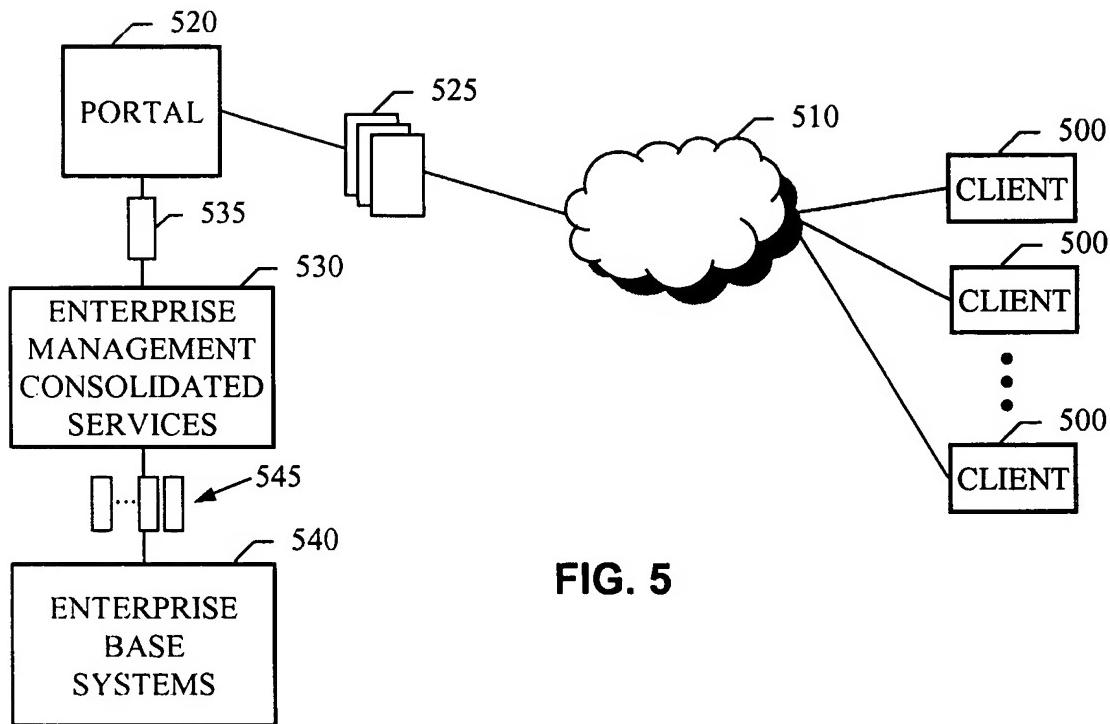


FIG. 5

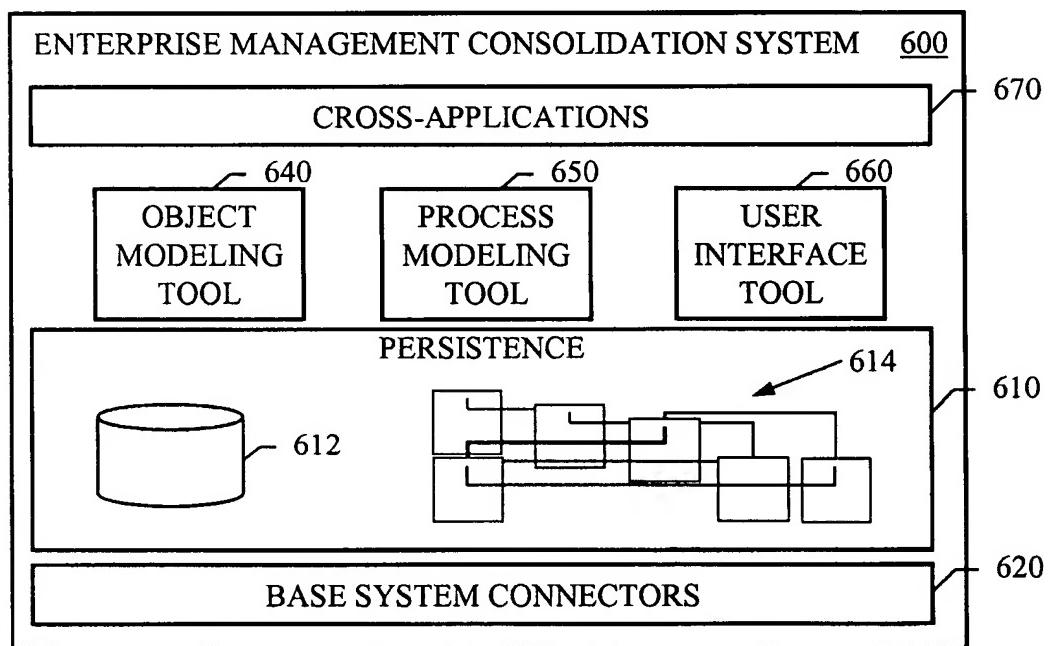


FIG. 6